BANK OF CANADA
BANQUE DU CANADA

Good afternoon,

We know this communication reaches you at a challenging time for you and your family, given the ongoing labour disruption in Ottawa and Montreal. We want to assure you that the Bank remains fully committed to the collective bargaining process and to reaching a fair deal as soon as possible.

There have been several recent articles in the media that contain statements that we view as incorrect or misleading. We want to ensure that you have accurate and factual information available to you. For this reason, we are reaching out to provide you with the following clarifications.

Contrary to what has been reported in the media:

- The Bank is making no proposal in relation to maternity leave.
- The Bank is making no proposal in relation to seniority.
- The Bank is making no proposal in relation to scheduling or to make it easier to change Security Officers' hours of work "last minute". The existing protections regarding the scheduling process, hours of work, work locations and work-life balance remain unchanged.

What the proposal does include:

- A 6% increase to Security Officer salary ranges over two years.
- A $3000 benefits dollars lump sum, payable upon signature of the agreement, which is approximately equivalent to the value of the increase in benefits dollars that other Bank employees received starting in 2024.
- Increases to Fill-in premiums paid to Job Grade 13 Officers doing control room work in Ottawa and to the Administration premiums paid to Officers filling in for the manager in Montreal
- A commitment to provide all Officers with new, upgraded duty belts
- Confirmation that the Bank is not required to call each Officer on the overtime list before it is permitted to ask an Officer to move to a different post within Head Office during the hours of their scheduled shift.

The Bank values your contributions. We continue to believe that we have made a fair offer and look forward to continuing the bargaining process in earnest to reach resolution on the outstanding issues in a manner that works for both the Bank and you.

Erin Trudeau